Enlisted Retention Task Force Conference VI

Manpower and Reserve Affairs Department
Headquarters, U.S. Marine Corps
Quantico, VA

ERTF Conference VI Agenda

1. FY01 FTAP progress update.
2. SRB Update.
3. Pending ERTF initiatives:
   - Uniform incentive
   - Career Planning
   - STAP
   - RRB
4. FY02 FTAP Proposals.

FY01 FTAP Update

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FTAP Status/Comparison

As of 010419

	FY99	FY00	FY01
• Goal	5471 (100%)	5786 (100%)	6074 (100%)
• Auth/Pend	111 (2.0%)	180 (3.1%)	161 (2.7%
• **Executed (90.7%)**	**4739 (86.6%)**	**4877 (84.3%)**	**5511**
• Totals	4850 (88.6%)	5057 (87.4%)	5672 (93.4%)

FY01 FTAP Command Missioning

	FY01 Goal	Executed
LANT	2223	1948
PAC	3180	2786
MCCDC	258	219
T&E	217	208
MATCOM	40	33
RES	118	123
MCRC	13	16

FY 01 FTAP

LATMOVES

As of 010419

FY01

- **Authorized: 71**
- **Executed: 521**
- **Total: 592**

FY01 FTAP Highlights

- **Maradmin 042/01**: FTAP first quarter update.
  - Announced QRP board.
- **Maradmin 073/01**: announced assignments to Airborne school.
- **Career Planner Newsgram 1-01**: announced CG endorsement requirement for L/M requests out of open MOS's.
- **Maradmin 179/01**: FTAP second quarter update.

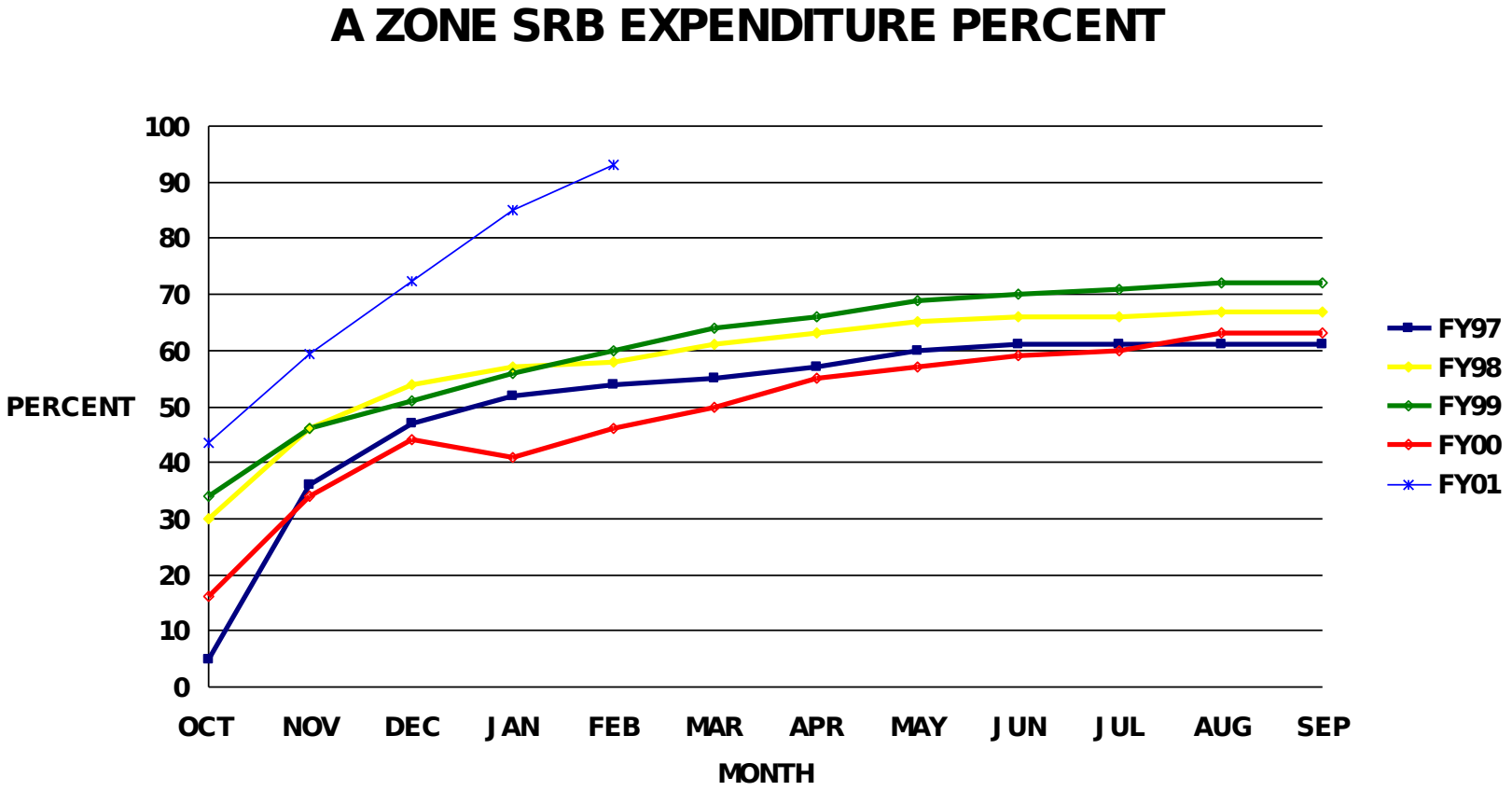
Selective Reenlistment Bonus (SRB) Update

MPP-20

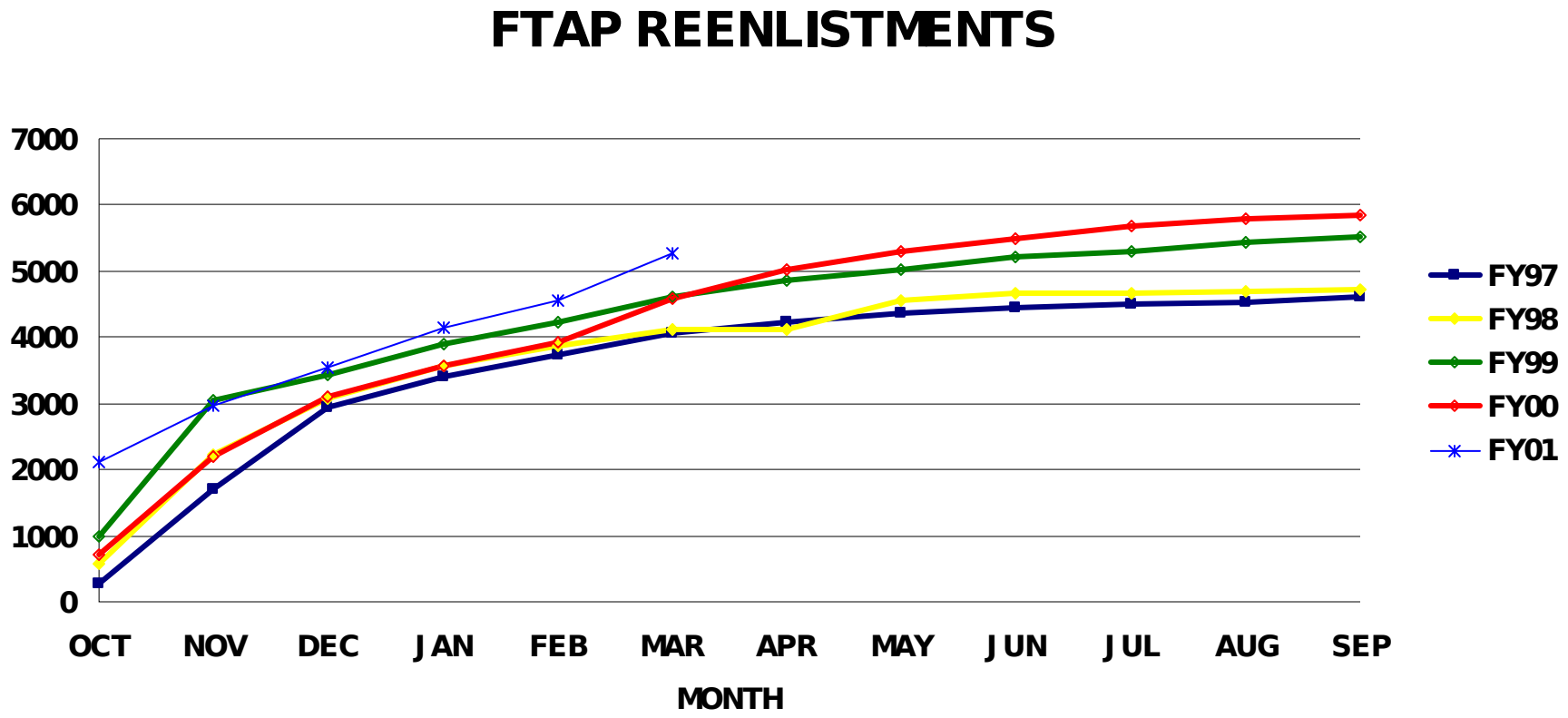
Selective Reenlistment Bonus

- Began FY01 with approx. $40M in SRB.
  - Expended approx. $40.8M in Zone A SRB, $2.1M in Zone B, and $1.5M in Zone C SRB.
  - SRB budget was expended on 28 Feb 01, 30 day mandatory notice for shut down expended an additional $4M.
- Maradmin 074/01 announced 14 March as cut off date for SRB (all zones).

Selective Reenlistment Bonus (continued)



Selective Reenlistment Bonus (continued)



Selective Reenlistment Bonus (continued)

Why did the money go so fast?

- A Zone Front Load Policy
- Full 48 Month of SRB Calculation
- Lump Sum Payment Method
- Missioning to Major Commands
- Acceptance of reenlistments in July
- Better MOS match
- Perceptions of economic downturn

****COMBINED EFFECT HAS BEEN HIGHER ZONE A RATE THAN ANTICIPATED***

Pending ERTF Initiatives

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Uniform Incentive

- M&RA to request uniform requirement change.
  - Make blue dress blouse addition to seabag issue for careerists.
- If approved by Uniform Board as requirement, M&RA must locate funding.
  - Most likely require assistance from P&R.

Career Planning Force

- 8421 approved as PMOS on 10 January 2001.
- Proposed T/O changes reviewed by MARFORs, pending review by TFS.
  - Changes in rank only, no structure changes.

Career Planner Course

- T&R Manual Conference held 4-8 Dec 2000.
  - Manual approved 23 March 2001.
- Recruiters School coordinating infrastructure needs.
- 5400 Bulletin draft staffed to HQMC and MSCs.
- CPC instructors and Achieve Global designing POI.
- Two CPC instructors assigned to San Diego.
- Final Quantico CPC graduated 23 Mar 2001.
  - CPC resumes Sep/Oct 2001 in San Diego.

Subsequent Term Alignment Plan (STAP)

MPP

Subsequent Term Alignment Plan (STAP)

Background

- We currently have **NO** tool to determine career force reenlistment requirements beyond the FTAP.

- Consequently, our only window of opportunity to actively shape the career force occurs with first term Marines who are in their 3rd or 4th year of completed service.

Subsequent Term Alignment Plan (STAP)

Purpose

- Create a tool to assist in the management of the reenlistments of our career force Marines.

- Rationale: Every career force Marine is a valuable asset. Every career force reenlistment must be viewed in the context of properly distributing a scare and valuable resource. In essence, today we need a precision weapon

Subsequent Term Alignment Plan (STAP)

Objectives

- **Define a career force target requirement by MOS that complements the FTAP.**
- **A targeted MOS requirement enables a focused leadership retention effort.**
- **A targeted MOS requirement provides a specific reenlistment goal and justification for a proactive B and C zone monetary incentives (SRBs).**
- **Assists in standardizing promotion tempos across all MOSs.**
- **Improves Manpower's mobility/ability to react to dynamically changing manpower requirements.**

Subsequent Term Alignment Plan (STAP)

Where we are…

- Currently conducting comprehensive review of FTAP methodology and policies that shape the enlisted career force.
- Benchmarking other services' reenlistment/retention efforts.
- Gathering data to analyze historical career force reenlistments/trends.
- Examining career impacts of lateral movers.
- Ongoing discussions with MPP-20, ERTF, and

Subsequent Term Alignment Plan (STAP)

Where we are heading...

- Driving to develop a prototype career force reenlistment model prior to end of Feb 2001.
- Determine and analyze career reenlistments in FY01 with prototype model.
- Implement the model to assist in the management of career force

Regular Reenlistment Bonus (RRB)

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Regular Reenlistment Bonus

- 2/12/01: MP and M&RA Pre-Vote (Y).
- 2/14/01: M&RA/DON/ Pre-Vote, Received DON Support.
- 2/26 and 3/9: ULB Summit – Service Positions were yes with exception of Army.
- 4/9/01: Final Service and OSD Votes on ULBs were due. Votes not tallied as of 19 April 01.
- "Future": Approved ULB Slate

Regular Reenlistment Bonus (continued)

- Passed DoN
- Army only “No” Vote
- May seek “authority” for FY03, fund internally?
- Compete in POM 04 for external funding

FY02 FTAP Proposals

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FY02 FTAP Execution Proposals

- MCC input incorporated into FY02 Missioning Plan.
- Accept FY02 RELMs on 1 Jul 2001, begin executing on 1 Oct 2001.
- Lateral move requests not accepted until 1 Dec 2001 unless MOS is closes out before this date.
  - Requests for lateral moves out of open MOSs require CG endorsement for consideration.
- Monthly QRP board conducted from start of FTAP.

FY02 FTAP Execution Proposals (continued)

- Decentralization of reenlistment authority.
- Cutting score bonus points for reenlistment.
- Your retention input counts.
- Next ERTF conference goes early June 2001.

Enlisted Retention Task Force Conclusion

LtCol Wagner

Task Force Chairman